

116<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 5811

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## AN ACT

To require the Transportation Security Administration to provide nursing facilities and paid parental leave for Administration personnel, and for other purposes.

1        *Be it enacted by the Senate and House of Representa-*  
2        *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “TSA Personnel Work-  
3 place Improvement Act of 2020”.

4 **SEC. 2. NURSING FACILITIES FOR TRANSPORTATION SECU-  
5 RITY ADMINISTRATION PERSONNEL.**

6 (a) IN GENERAL.—Not later than 180 days after the  
7 date of the enactment of this Act, the Administrator of  
8 the Transportation Security Administration shall ensure  
9 that all Administration personnel have adequate access to  
10 facilities designated for use by nursing mothers in the  
11 workplace. Such facilities shall be—

12 (1) assessed for cleanliness, safety, and accessi-  
13 bility to personnel duty stations;

14 (2) free of charge;

15 (3) located in a place, other than a bathroom,  
16 that is shielded from view and free from intrusion  
17 from coworkers and the public; and

18 (4) available for personnel to use with a reason-  
19 able break time to express breast milk for a child of  
20 such personnel each time such personnel has a need  
21 to express milk.

22 (b) DURATION.—The Administrator of the Transpor-  
23 tation Security Administration shall ensure that the avail-  
24 ability to Administration personnel described in subsection  
25 (a)(4) is for a period of time equal to at least one year  
26 from the birth of a child of an Administration employee.

1 (c) COORDINATION WITH STAKEHOLDERS.—In car-  
2 rying out the requirements in subsection (a), the Adminis-  
3 trator of the Transportation Security Administration shall  
4 coordinate with the National Institutes for Health and the  
5 labor organization representing Administration screening  
6 personnel.

7 (d) NOTIFICATION.—The Administrator of the  
8 Transportation Security Administration shall inform Ad-  
9 ministration personnel about the availability under sub-  
10 section (a) of facilities designed for use by nursing moth-  
11 ers in the workplace.

12 **SEC. 3. PAID PARENTAL LEAVE.**

13 Section 114(n)(1) of title 49, United States Code, is  
14 amended—

15 (1) by striking “The personnel management”  
16 and inserting “(A) Consistent with subparagraph  
17 (B), the personnel management”; and

18 (2) by adding at the end the following:

19 “(B) The Administrator shall ensure that all  
20 Administration personnel not provided paid parental  
21 leave under subparagraph (B) of section 111(d)(2)  
22 (as added by section 7606 of the National Defense  
23 Authorization Act for Fiscal Year 2020 (Public Law  
24 116–92)) are provided at least 12 weeks of such

1 leave, consistent with the requirements of such sub-  
2 paragraph.”.

Passed the House of Representatives September 30,  
2020.

Attest:

*Clerk.*



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